

Performance Agreement

between

The Secretary of Transportation

Rodney E. Slater

and

Federal Motor Carrier Safety Administration

Acting Deputy Administrator and
Acting Chief Safety Officer

Julie Anna Cirillo

FY 2000

**Federal Motor Carrier Safety Administration
Acting Deputy Administrator and Acting Chief Safety Officer
Performance Agreement
Fiscal Year 2000**

I. INTRODUCTION

The Department of Transportation (DOT) serves the United States by ensuring a fast, safe, efficient, accessible, and convenient transportation system that meets our vital national interests and enhances the quality of life of the American people. To accomplish this mission, the DOT balances its efforts around five strategic thrusts: improving public health and safety, ensuring transportation mobility, advancing America's economic growth and competitiveness, protecting and enhancing communities and the natural environment, and enhancing national security.

The primary mission of the Federal Motor Carrier Safety Administration (FMCSA) is to improve the safety of commercial vehicle operations on our nation's highways. To accomplish this mission, the FMCSA focuses its efforts on reducing the number and severity of large truck-involved crashes through safety regulation and research, safety in commercial operations through training and enforcement, improvements to the commercial driver's license program, and enhancing highway and transportation systems infrastructure. To accomplish these activities, the FMCSA works closely in partnership with other federal and state agencies, private organizations, and individuals.

During 1999, the FMCSA witnessed dramatic changes in its role and function within the DOT. As Acting Deputy Administrator and Acting Chief Safety Officer of the FMCSA, I will continue to lead the implementation of the national motor carrier safety agenda as outlined in the TEA-21 legislation and the Motor Carrier Safety Improvement Act of 1999. I will also support the priority transportation initiatives of the President and the Secretary, as well as the organizational improvement initiatives embedded in the DOT corporate management strategies. I will strive during this transitional period to make the FMCSA a more effective, productive agency that will deliver on its commitments. To these ends, this agreement establishes the agency goals and objectives in relation to the overall strategic thrusts which the DOT has put forth as its mission in service to the American people.

II. GOALS AND OBJECTIVES -- Federal Motor Carrier Safety Administration

This agreement reflects how the programs and activities of the Federal Motor Carrier Safety Administration (FMCSA) will support the accomplishment of the DOT strategic goals and corporate management strategies outlined in the Fiscal Year 2000 Performance Plan. In this section, the relationship of the goals and objectives of the FMCSA to the DOT multi-year goals, the corporate management strategies, and the DOT management challenges is presented.

IIA. DOT STRATEGIC GOALS

GOAL 1 – SAFETY. Promote the public health and safety by working toward the elimination of transportation-related deaths, injuries, and property damage.

DOT Outcome Goals: All

FMCSA Strategic Goal: Sharing Safety Technology (G-1.0.1.d , DOT Flagship Initiative).

To accomplish this goal, the FMCSA will lead in the development and implementation of existing and new emerging safety technologies across all modes.

FMCSA Strategic Goal: Continually improve truck and bus safety (G-1.0.1.e, DOT Flagship Initiative).

To accomplish this goal, the FMCSA will work with various governmental agencies, the commercial motor vehicle industry, and other interested groups to promote truck and bus safety by addressing vehicle safety issues such as the mechanical condition of trucks and buses, infrastructure improvements including high profile grade crossings, and commercial operations such as commercial driver license and hours-of-service regulations.

FMCSA programs and activities will also support the achievement of the following cross-cutting DOT safety initiatives:

- Safe/Liveable communities (G-1.0.1.a),
- National Safety Conference/DOT Safety Council Initiatives (G-1.0.1.b),
- InfoSharing/Data Standardization (G-1.0.1.c),
- Technology Sharing/Transfer (G-1.0.1.d),
- Fatigue/Alertness/Human Factors (G-1.0.1.f),
- Increase seat belt use and occupant protection (G-1.0.2.a), and
- Reduce the number of serious HazMat handling/incidents (G-1.6.9.a).

FMCSA Objectives:

- Reduce the number of fatalities in crashes involving large trucks and buses 50 percent by the end of 2009 using a 1997 baseline of 5,398. (G-1.1.4).
- Reduce the number of persons injured in crashes involving large trucks and buses 20 percent by 2008 using a 1997 baseline of 133,000. (G-1.2.2).

FMCSA programs and activities will also support the achievement of the following cross-cutting DOT goal indicators:

- Reduce the rate of highway-related fatalities per 100 million vehicle miles traveled (VMT) from 1.7 in 1996 to 1.5 in 2000 (G-1.3.3).

- Reduce the rate for highway-related injuries from 141 in 1996 to 116 per 100 million vehicle miles traveled (VMT) in 2000 (G-1.4.3).

GOAL 2 - MOBILITY. Shape America's future by ensuring a transportation system that is accessible, integrated, efficient, and offers flexibility of choices.

DOT Outcome Goals: All

To accomplish this strategy, FMCSA programs and activities will contribute to the achievement of the following DOT mobility goals: ITS Deployment (G-2.2.0), High Speed Rail (G-2.2.3.a), and Maritime Transportation System safety (G-2.3.1.a).

GOAL 3 -- ECONOMIC GROWTH AND TRADE. Advance America's economic growth and competitiveness domestically and internationally through efficient and flexible transportation.

DOT Outcome Goals: All

To accomplish this strategy, FMCSA programs and activities will contribute to the achievement of the following DOT economic growth and trade outcome goals: Highway Border Crossings (G-3.3.2.c) and the Garrett A. Morgan Initiative (G-3.8.1.a).

GOAL 4 -- HUMAN AND NATURAL RESOURCES

DOT Outcome Goals: All

To accomplish this strategy, FMCSA programs and activities will contribute to the following DOT human and natural resources outcome goal: Livability (G-4.2.1.a).

GOAL 5 -- NATIONAL SECURITY.

DOT Outcome Goals: All

To accomplish this strategy, FMCSA programs and activities will contribute to the following DOT national security outcome goals: Critical Infrastructure Protection and Protection Against Unconventional Threats to the Homeland and Americans Overseas (G-5.1.2.a), and Reduce Flow of Illegal Drugs/Illegal Aliens (G-5.5.0.a).

IIB. CORPORATE MANAGEMENT STRATEGIES

The FMCSA will undertake management initiatives in FY 2000 that are consistent with the Department's corporate management strategies. In the fall of 1999, the FMCSA staff conducted an internal organizational self-assessment using the President's Quality Award criteria. Four of the six DOT strategies – Customer Service, Information Technology, Resource and Business Process Management, and Human Resources -- are closely aligned with the assessment criteria. Initiatives from the self-assessment will serve to align FMCSA actions with the corporate management strategies. At the same time, strategic initiatives supporting ONE DOT and Research and Technology strategies are being adopted by the FMCSA in addressing the DOT strategic outcome goals for safety, mobility, and economic growth and trade.

ONE DOT. Work better together to build a transportation system that is international in reach, intermodal in form, intelligent in character, and inclusive in nature.

FMCSA staff will make every effort to communicate and collaborate with its modal partners in a purposeful, helpful, and responsive manner. We will actively support achievement of the ONE DOT outcomes with respect to policy formulation, long range planning, data needs assessment, public communications, and interagency partnerships.

Human Resources. Foster a diverse, highly skilled workforce capable of meeting or exceeding our strategic goals with efficiency, innovation, and a constant focus on better serving our customers now and into the 21st century.

FMCSA will support the various DOT workforce initiatives that are identified and, in particular, adopt mechanisms such as the use of performance agreements that introduce management accountability in actions.

Customer Service. Deliver the results customers want through a government that works better, is more practical, and costs less.

FMCSA will build a foundation of understanding of who our customers are and what their needs are in order to improve programs and operations, and to enhance our communication efforts with our partners and the public.

Research and Technology. Advance transportation research and technology to shape a safe, fast, efficient, accessible and convenient transportation system for the 21st Century through strategic planning, world-class research, better exchange of information on useful technological innovations, partnerships, and education.

FMCSA will work closely with our modal partners in DOT to ensure the successful implementation of Intelligent Transportation Systems plans in metropolitan and rural areas. The FMCSA will complete the implementation of the CVISN Level, which will automate the credentialing and clearance process in at least five states (M-4.4.5); and work with industry to develop integrated IVI

technologies that will reduce the number of motor vehicle crashes (M-4.4.7).

Information Technology. Improve mission performance, data sharing, system integrity, communications, and productivity through deployment of information systems that are secure, reliable, compatible, and cost effective now and beyond the year 2000.

FMCSA will participate in Department-wide efforts to improve mission performance, data sharing, system integrity, and productivity through the deployment of secure, reliable, Y2K compliant, and compatible information systems.

Resource and Business Process Management. Foster innovative and sound business practices as stewards of the public's resources in our quest for a safe, fast, efficient and convenient transportation system.

FMCSA will utilize continuous process improvement techniques to assess and improve its core work processes based on customer and partner needs. The FMCSA will measure the quality of products and services and report on performance improvements in these key processes.

IIC. DOT MANAGEMENT CHALLENGES

The programs and activities of the FMCSA will contribute to the accomplishment of the following DOT Management Challenges: Motor Carrier Compliance -- Implement Prism (C-2.1); Mexican Trucks -- Increase Inspections (C-2.2); and Improve Hazmat Regulation Compliance -- Raise Industry Awareness and Involvement (C-2.10).

III. MEASUREMENT OF PERFORMANCE

To measure progress against the stated outcome goals, the FMCSA is committed to achieving measurable results. Planned accomplishments in Fiscal Year 2000 and specific performance measures for the strategic objectives supporting DOT Outcome Goals are provided in Appendix A. The list of planned accomplishments represents the FMCSA priority initiatives that will contribute significantly to the DOT outcome goals and measures identified in the 2000 Performance Plan.

IV. DELEGATION OF AUTHORITY AND SUPPORT

In order to accomplish the above described strategic goals, objectives, and performance outcomes, the Acting Deputy Administrator and Acting Chief Safety Officer is provided with the following specific authorities and commitments within all applicable laws: authority to carry out the DOT Appropriations Act of 2000; and, generally, those laws listed in 49 USC and 23 USC, applicable agency regulations, the DOT organization manual, and others as may be agreed to with the Secretary.

V. TERMS OF THE AGREEMENT

This agreement will be updated later in this fiscal year to reflect significant changes in the role and functions of the FMCSA that are needed to comply with the authorizing legislation, and any budget, policy, personnel, or other organizational considerations required during the first year of operation of the Federal Motor Carrier Safety Administration.

This agreement is intended only to improve the internal management of the Executive Branch and is not intended to and does not create any right to administrative or judicial review, or to any other right, benefit or trust responsibility, substantive or procedural, enforceable at law or inequity by a party against the United States, its agencies or instrumentalities, its officers or employees, or any other person.

This agreement reflects our joint commitment to public health and safety, and to creating a DOT that works better, costs less, and fulfills our sacred trust to the American people.

Julie Anna Cirillo, Acting Deputy Administrator
and Acting Chief Safety Officer
Federal Motor Carrier Safety Administration

Rodney E. Slater
Secretary of Transportation

APPENDIX A: PERFORMANCE MEASURES AND PLANNED ACCOMPLISHMENTS WITH FISCAL YEAR 2000 MILESTONES

Major FMCSA programs and activities that support the DOT Strategic Plan, the DOT Performance Plan for Fiscal Year 2000, Presidential and Secretarial Initiatives, and the Performance Agreement are as follows:

I. DOT STRATEGIC GOALS

G-1 SAFETY **Promote the public health and safety by working toward the elimination of transportation-related deaths, injuries, and property damage.**

G-1.0.1 DOT Performance Plan Measure: Crosscutting Safety

G-1.0.1.a Safe/Livable Communities (*DOT Flagship Initiative, NHTSA Lead*) - Promote the implementation, in as many American communities as possible, of programs designed to enhance the safety, efficiency and accessibility of all modes of transportation by working with transportation partners at the federal, regional, state and local levels, and with others concerned with quality of life issues, to put in place community improvement practices characterized by:

- A comprehensive approach to transportation system improvement;
- Reliance on community-based data to identify the top priority needs for transportation system improvement,
- Widespread citizen involvement in the identification of needs and programmatic solutions, and
- Formulation of broad partnership coalitions to oversee the implementation of programs.

FMCSA will contribute to this flagship initiative by providing its expertise on issues related to truck and bus safety.

G-1.0.1.b Safety Council (*DOT Flagship Initiative, OST-P Lead*) - Support a ONEDOT perspective on safety issues with cross-modal significance that will: promote public-private partnerships to demonstrate cost-effective safety technologies; increase promotion of safety education and training programs on an intermodal basis; and initiate strong, timely follow up actions on issues identified in the March 1999 National Transportation Safety Conference.

FMCSA will contribute to this flagship initiative by providing its expertise on issues related to truck and bus safety.

G-1.0.1.c Info Sharing/ Data Standardization (*DOT Flagship Initiative, BTS Lead*)-

Determine needed improvements to safety data quality, including addressing recognized gaps in safety data and roadblocks to effective use and analysis of the data. Recommend ways to fill data gaps, improve data quality, and ease use and analysis of data.

FMCSA will report on the following activities in 2000 that contribute to this flagship initiative:

- ◌ Expand the on-going commercial driver history initiative to improve the completeness and accuracy of driver history files and the exchange of information between State agencies and among states (*September 2000*).
- ◌ Implement an intermodal cooperative effort with NHTSA to collect data on all truck and bus crashes that must be reported to DOT in a manner similar to the Fatality Analysis Reporting system (*September 2000*).
- ◌ Implement The Model Uniform Crash Criteria developed by an intermodal team to provide uniform data collection on all truck crashes. (*September 2000*).

- G-1.0.1.d Sharing Safety Technology (*DOT Flagship Initiative, FMCSA Lead*) - Support development and implementation of existing and new emerging technologies across all modes.

FMCSA will lead an intermodal team effort to identify highly effective safety technologies and work cooperatively to facilitate their development and intermodal use. FY2000 reporting will address the following activities:

- a) identifying candidate safety technologies; b) development of a fact sheet for each technology to assess its potential for intermodal use; c) priority rank the candidate technologies; and d) develop individual deployment strategies for each selected safety technology.

- G-1.0.1.e Improve Truck and Bus Safety (*DOT Flagship Initiative, FMCSA Lead*)- Work with the trucking, rail, and mass transit/pupil transportation industries to promote truck and bus safety in terms of vehicle safety (mechanical condition of trucks/buses), infrastructure improvements (high profile grade crossings), and operations (Commercial Driver License/hours of service).

FY2000 reporting will address activities and accomplishments in the following areas:

◌ Focused Enforcement

- Eliminate the current backlog of enforcement cases and ensure the timely completion of all new enforcement cases. *December 1999*.
- Provide Congress with a plan containing a list of recommended actions to enforce safety regulations with respect to shippers. *August 2000*.

- Increase and maintain oversight of high-risk motor carriers by conducting an average of 4 to 5 quality compliance reviews per investigator per month. Complete compliance reviews on all SafeStat A and B carriers. *September 2000.*
- Increase penalties for violators of safety regulations (increase average settlement amount per case by three hundred percent from a baseline of \$1,600), limit negotiated settlement of fines (to no less than 90 percent of the claim amount), and ensure maximum sanctions for repeat offenders (fine level for a repeat offense will be at least doubled). *September 2000.*
- Publish the MCSAP final rule by *March 2000.* Provide the Motor Carrier Safety Assistance Program (MCSAP) funding to states and facilitate their efforts to develop a risk-based commercial vehicle safety plan (CVSP) with emphasis on inspection, compliance review and traffic enforcement activities to reduce truck/bus related fatalities, injuries, and property damage. Use high priority funds to foster improvements in the quality and timeliness of accident data. Complete the current trial application of risk tools and techniques in the CVSP process in four States by *September 2000.* - Increase state participation in the Performance Registration Information System Management (PRISM) program linking state vehicle registration and safety fitness data. Expand to 15 states. *September 2000.* Also Supports Management Challenge C-2.1

C Improved Operating and Equipment Standards

- Issue proposed driver hours-of-service regulations. Seek public comment on the use of alternate methods of records of duty. *Issue NPRM by Spring 2000.*
- Develop a revised safety rating process to determine motor carrier safety fitness. *Issue NPRM by Spring 2000 and Final Rule by September 2000.*
- Issue a new rule defining an unfit carrier and use the mandatory authority shutdown for those who fail to improve safety fitness. *Issue Final Rule by September 2000.*
- Set training requirements for entry-level drivers of commercial motor vehicles and establish training standards for multiple-trailer combination vehicle drivers. *Issue NPRM by September 2000.*
- Require all states to record all convictions for moving traffic violations in any motor vehicle on commercial driver license records in the Commercial Drivers License (CDL) and Commercial Drivers Licenses Information System (CDLIS) programs. Prohibit states from issuing special permits to commercial driver license holders who are disqualified from operating a commercial motor vehicle or whose individual driver license is revoked, suspended, or canceled. *Issue NPRM by September 2000.*
- Complete a zero-based review of the Federal Motor Carrier Safety Regulations. *Issue NPRM by Spring 2000 and Final Rule by December 2000.* Also supports DOT Management Strategy 3.3.2

- Small bus rulemaking. *Issue NPRM by Spring 2000.*

 C Enhanced Safety Information and Technology:

- Develop and initiate jointly with NHTSA a truck and bus crash causation study. *Initiate pilot test of study design by May 2000.*

- Develop a truck crash investigation data collection course for police officers. *September 2000.*

- Complete a NPRM to develop system to verify and update all individual motor carrier census records. *Fall 2000.*

- Establish a Unified Carrier Register by regulation and design a system that replaces the current carrier registration system, the licensing and insurance system of the former Interstate Commerce Commission, and the single-state registration system. *Issue NPRM by Fall 2000.*

- Test driver alertness technologies and accelerate the development of driver assistance and control intervention systems including: a) operational tests of drowsy driver technologies in commercial vehicles to monitor driver alertness; b) improved braking technology, deploying brake inspection technology, and on-board sensing of other safety critical systems; and c) continuous research on fatigue. *September 2000.* Also supports G-1.0.1.f and M-4.4.7.

 C Increased Safety Awareness:

- Develop educational material as follows: a) expand the No-Zone decal program by 100 more carriers, produce additional media messages; b) conduct educational seminars for drivers and safety personnel on fatigue recognition and management; c) distribute fatigue management information; and d) sponsor a “How to Drive” media tour. *September 2000.*

- Develop an outreach effort to highlight the advantages of good safety practices for motor carriers and shippers. Assess the target audience, quantify the economic benefit of safe operations, and develop a media message for the selected audiences. *March 2000.*

G-1.0.1.f Fatigue/Alertness/Human Factors (*DOT Flagship Initiative, OST-P Lead*)- This research initiative will seek to improve our understanding of human factors issues affecting safety, and lead to the development of countermeasures for fatigue and advanced technologies for lifelong learning and operator performance improvement.

FMCSA will contribute to this flagship initiative by contributing its expertise in research on: a) the effects of various work/rest cycles on performance and CMV crash rate by time-of-day; b) identify fatigue and stress factors associated with operating a motorcoach, identify countermeasures, and develop an educational video for bus drivers. Also, the FMCSA will examine driver scheduling practices, local/short haul driver fatigue, truck

sleeper berths and driver fatigue, and shipper-encouraged safety violations that may increase fatigue. *September 2000.*

G-1.0.2 Seat Belt Use

G-1.0.2.a Seat Belt Use and Occupant Protection (*DOT Flagship Initiative, NHTSA Lead*)- Reduce fatalities and injuries through programs such as Buckle Up America, enactment of primary seat belt laws, and strong enforcement initiatives.

FMCSA will contribute to this flagship initiative by providing its expertise in seat belt use outreach efforts related to truck and bus safety.

G-1.1.4 Reduce the number of fatalities involving large trucks from 5,398 in 1997 to 4,934 or fewer in 2000.

The data below illustrates the historical and projected trends.

1988: 5,679
1993: 4,856
1996: 5,142
1997: 5,398
1998: 5,374
1999: 4,988
2000: 4,934

G-1.2.2. Reduce the number of injuries involving large trucks from 133,000 in 1997 to 125,000 or fewer in 2000.

The data below illustrates the historical and projected trends.

1988: 130,000
1993: 133,000
1996: 130,000
1997: 133,000
1998: 127,000
1999: 126,000
2000: 124,000

G-1.6.9 Reduce the number of serious Haz/Mat incidents.

G-1.6.9.a Reduce the number and impact of serious incidents and likelihood of high consequence hazardous materials transportation events through education, training, technical assistance, and enforcement; encourage industry to develop programs and systems to understand, manage, and reduce risk; target selected high risk areas for enhanced regulatory coverage; and focus on intrastate motor

carrier awareness of Federal hazardous materials transportation requirements. *(DOT Flagship Initiative, RSPA Lead).*

FMCSA will contribute to this flagship initiative by serving on intermodal task forces conducting compliance reviews on hazardous material shippers and motor carriers which use hazardous material cargo tanks in its operations. *Conduct Shipper Check '00 by March 2000 and Cargo Tank Check '00 by September 2000. Conduct Cargo Tank Maintenance Facility Check by September 2000.* Supports DOT Management Challenge C-2.10.

G-2 MOBILITY Shape America's future by ensuring a transportation system that is accessible, integrated, efficient, and offers flexibility of choices.

G-2.0.1 Crosscutting Mobility

- G-2.0.1.c Rural Transportation *(DOT Flagship Initiative, OST-P Lead)*- Support the economic health of America's rural areas through improvements in highway, railroad, aviation, rural transit, and intercity bus facilities and services that enhance the mobility of people and freight.

FMCSA will contribute to this flagship initiative by providing its expertise on issues related to commercial vehicle operations and safety.

G-2.2.0 Operational Efficiency

- G-2.2.0.b ITS Deployment *(DOT Flagship Initiative, FHWA Lead)* - Deploy and integrate ITS, and document real world benefits for passenger and freight movement.

FMCSA will contribute to this flagship initiative by providing its expertise on issues related to the deployment and integration of ITS in commercial motor vehicle operations. Intelligent Vehicle Initiative Commercial Vehicle (IVI/CV) platform activities include operational tests and evaluations of on-board systems designed to enhance vehicle and driver safety. Commercial Vehicle Information Systems and Networks (CVISN) supports electronic data exchange through the use of open standards and communications infrastructure.

- G-2.2.3.a High Speed Rail *(DOT Flagship Initiative, FRA Lead)* - Initiate Amtrak high-speed rail to Boston and plan for high-speed service nationwide in corridors designated by the Secretary of Transportation.

FMCSA will work cooperatively with the FRA on their efforts to improve railroad-highway grade crossing safety. *May 2000.*

G-2.3 Increase intermodal physical, information, and service connectivity.

G-2.3.1.a Maritime Transportation System (MARAD Lead). Ensure that America's Marine Transportation System is the world's most technologically advanced, safe, secure, efficient, effective, accessible, globally competitive, dynamic and environmentally responsible system for moving people and goods.

FMCSA will contribute to initiatives by providing its expertise on port-side intermodal issues related to truck and bus safety.

G-2.4 Increase access to the transportation system for the movement of all people and freight.

G-2.4.2.a Global Positioning System (*DOT Flagship Initiative, OST-P Lead*) - Develop and implement a reliable global positioning system (GPS) system for navigation; promote GPS signal improvements and international acceptance of GPS in navigation.

FMCSA will support this flagship initiative by completing a pilot program to determine whether GPS technology currently being used in the motor carrier industry are as accurate as currently-required logbooks. *September 2000.*

**G-3 ECONOMIC GROWTH
AND TRADE**

Advance America's economic growth and competitiveness domestically and internationally through efficient and flexible transportation.

G-3.3.2 Highway Border Crossings (FHWA Lead)

G-3.3.2.a Highway Border Crossings

FMCSA will report on the following activities in FY2000:

 C FMCSA will support this initiative by improving federal and state inspector performance by offering training in the following areas (*September 2000*):

- a) Technical in-service courses including investigative services to be delivered to federal and state staff;
- b) A motorcoach inspection course for 500 investigators,
- c) A new ITS course to federal and state employees; and
- d) by providing continuous training for traffic enforcement officers in drug interdiction and safe roadside inspections.

 C FMCSA will expand efforts to increase the number of inspections of Mexican trucks at select U.S.- Mexico border crossing sites in support of the

International Border Clearance Program. *September 2000*. Also supports Management Challenge C-2.2.

G-3.8.1 By 2002, increase by 5% the number of students graduating with transportation-related advanced degrees from universities receiving DOT funding. Estimates of graduates in FY1998 is 4,000. As a long-term investment, by the end of CY2000, reach three million students of all ages through the Garrett A. Morgan Technology and Transportation Futures Program.

G-3.8.1.a Garrett A. Morgan Initiative (*DOT Flagship Initiative, Lead RSPA*). Increase public awareness of the opportunity in transportation careers by reaching out to students of all ages and providing hands-on information. Through DOT's regional structure, the Morgan Education Roundtable partners in labor, industry, and educational organizations, and the Morgan Program website, offer career fair/camp/exhibit experiences, apprenticeships, internships, job shadowing opportunities, interactive training, and other educational programs.

FMCSA will report on the following activities in 2000 that contribute to this flagship initiative:

 C A proposed pilot program in Arkansas to recruit, train, and place approximately 200 younger workers between the ages of 18 and 21 from disadvantaged areas in higher-paying truck driver jobs. *Review and make decision on pilot proposal by June 2000. If accepted, fund pilot program by September 2000.*

 C Staff will participate in other DOT-sponsored initiatives, where appropriate. *September 2000.*

G-4 HUMAN AND NATURAL ENVIRONMENT

Protect and enhance communities and the natural environment affected by transportation.

G-4.2.1 Reduce the amount of transportation-related pollutants and greenhouse gases released into the environment.

G-4.2.1.a Livability (*DOT Flagship Initiative, Lead OST-P*). Enhance and coordinate programs, as well as education and outreach efforts to make transportation an effective tool to foster livable communities.

FMCSA staff will participate in DOT-sponsored initiatives, where appropriate. *September 2000.*

G-5 NATIONAL SECURITY

Advance the nation's vital security interests in support of national strategies such as the National Security Strategy and the National Drug Control Strategy by ensuring that the transportation system is secure and available for defense mobility and that our borders are safe from illegal intrusion.

G-5.1.2 Get Threat Information to those who need to act within 24 hours, at least 90% of the time.

G-5.1.2.a Critical Infrastructure Protection (PDD-63) and Protection Against Unconventional Threats to the Homeland and Americans Overseas (PPD-62). (*DOT Flagship Initiative, Lead OST-S-60*). Identify threats and vulnerabilities to the nation's critical transportation systems, establish an information-sharing process, and develop effective countermeasures in coordination with the private sector and other federal, state and local agencies.

FMCSA staff will participate in the process by getting threat information provided by OST-60 to their security contacts within 24 hours, at least 90% of the time. *September 2000.*

G-5.5.0 Crosscutting Reduce Flow of Illegal Drugs/Illegal Aliens.

G-5.5.0.a Reduce Flow of Illegal Drugs/Illegal Aliens (*DOT Flagship Initiative, Lead OST-S-60*). Develop a strategy to implement the recommendations of the National Drug Control Strategy, the General Counterdrug Intelligence Plan, and the Arrival Zone Interdiction Plan; and coordinate DPT counterdrug activities throughout the interagency system. The strategy will also include the implementation of mandates set forth in Executive Order 12807 and other Presidential directives dealing with migrant interdiction.

FMCSA staff will train federal, state, and local police officers to determine whether trucks and buses are carrying illegal drugs into the U.S. thru the drug interdiction assistance program. This activity supports both the National Drug Control Strategy and the Arrival Zone Interdiction Plan. *September 2000.*

II. CORPORATE MANAGEMENT STRATEGIES

ONE DOT Work better together to build a transportation system that is international in reach, intermodal in form, intelligent in character, and inclusive in nature.

M-1.1 Working Better Together.

M-1.1.0.a Working Better Together. (*DOT Flagship Initiative, OST-M Lead*)- Building on the collaborative processes in DOT, we will capitalize on our human resource capacity by achieving and rewarding increased employee experience in multi-modal/ONEDOT activities (including best practices, recognizing and rewarding ONEDOT contribution, broadening employee experience, and Team Excel.)

FMCSA will contribute to this flagship initiative by participating in Team Excel activities, conducting an organizational self-assessment using the Baldrige criteria to identify additional opportunities in the coming months, and undertaking additional corporate management initiatives. *September 2000.*

M-1.3 Long Range Planning. Provide long-range policy direction for all DOT's programs.

M-1.3.0.a Long Range Planning (*DOT Flagship Initiative, OST-P Lead*)- Develop plausible future scenarios for transportation in the next 30 years to use as tools for testing our policies, and update, revise, and publish our strategic plan for 2000-2005.

FMCSA will participate in activities such as scenario-based planning to update and publish a 2000-2005 DOT strategic plan.

HUMAN RESOURCES Foster a diverse, highly skilled workforce capable of meeting or exceeding our strategic goals with efficiency, innovation, and a constant focus on better serving our customers now and into the 21st century.

M-2.2 Managing Diversity

M-2.2.1.a Diversity (*DOT Flagship Initiative, OST-M Lead*)- Manage diversity under the Department's Managing Diversity Order (1/98), including completing organizational assessments and implementing appropriate interventions.

FMCSA is developing a program to meet this initiative in FY2000. This program will ensure adherence to EEO principles in all personnel policies; provide sufficient resources to ensure an effective counseling program; and encourage the use of proactive, preventive measures to ensure non-discrimination in the workplace. *September 2000.*

M-2.6 Performance Management/Accountability

M-2.6.1 Performance Management/Accountability: Support Use of Performance Agreements.

FMCSA management will develop performance agreements with the Assistant Administrator that support the DOT goals and objectives. *March 2000*

M-2.7 New Federal Motor Carrier Safety Administration

M-2.7.1 New Administration.

FY2000 reporting will address activities and accomplishments in the following areas:

 C The development of a proposal for the organizational structure and staffing of the new agency, the preparation of budget amendments to continue fiscal operations, and the planning and deployment of program and administrative support functions in the new agency. *January 2000.*

 C FMCSA is also undertaking efforts to implement the recommendations of the Inspector General report, *The Motor Carrier Safety Program* of April 26, 1999 and will report periodically to Congress on its progress during Fiscal Year 2000.

CUSTOMER SERVICE Deliver the results customers want through a government that works better, is more practical and costs less.

M-3.3 Communication. Ensure that customers have access to accurate and timely information.

M-3.3.0 Customer Communication (*DOT Flagship Initiative, OST-S-80 Lead*) - Improve the usefulness, timeliness and availability of information to 100,000 DOT employees, our partners, and constituents.

FY2000 reporting will address activities and accomplishments in the following areas:

 C Provide increased access to, and availability of data, at the FMCSA Analysis and Information web site for state DOT, non-federal agencies, and the general public. *March 2000.*

 C Publish and distribute to all employees, partners, and constituents an informational brochure highlighting the 2000 FMCSA Safety Action Plan. *March 2000.*

RESEARCH

& TECHNOLOGY Advance transportation research and technology to shape a safe, fast, efficient, accessible and convenient transportation system for the 21st century through strategic planning, world-class research, better exchange of information on useful technological innovations, partnerships, and education.

- M-4.1 Strategic Planning: Align Dot and Interagency Policy and Plans with National Transportation Research Goals.
- M-4.1.3.a R&D Strategic Planning (*DOT Flagship Initiative, RSPA Lead*). Implement a DOT Transportation R&D plan that aligns R&D investments with the DOT Strategic Plan, satisfies the requirements outlined in TEA-21 and FAA authorization, and support private-public partnerships for DOT's strategic goals.

FMCSA staff will participate in the Departmental R&D strategic planning process, where appropriate. *September 2000.*

- M-4.2 World-class Transportation R&d Capability. Ensure That In-house R&d Organizations Are Technical Centers of Excellence.

- M-4.2.1.a World-Class R&D Capability (*DOT Flagship Initiative, RSPA Lead*). Complete baseline self assessments of DOT's R&D performance using Malcolm Baldrige or President's Quality Award criteria, ISO 9000 or Software Engineering Institute's Capability Maturity Model certification.

FMCSA staff will participate in the Departmental baseline self assessment process, where appropriate. *September 2000.*

- M-4.4 Private Public Partnerships: Advance the Partnerships identified in the NTSC Transportation Science and Technology Strategy.

- M-4.4.5.a Commercial Vehicle Information Systems. Complete implementation of CVISN (Level 1.0) in at least three states *by October 2000* and five states by *December 2000*. Also Supports G-2.2.0.b.

- M-4.4.7.a Work with industry to develop integrated IVI technologies that will reduce the number of motor vehicle crashes. Initiate in-service tests of commercial vehicle collision warning systems as well as electronic braking systems. *September 2000.* Also Supports G-2.2.0.b.

INFORMATION TECHNOLOGY

Improve mission performance, data sharing, system integrity, communications, and productivity through deployment of information systems that are secure, reliable, compatible, and cost effective now and beyond the year 2000.

- M-5.1 Year 2000. Assess and Document Year 2000 Activity Completion.

M-5.1.1.a Year 2000 Activity Completion (*DOT Flagship Initiative, OST S-80 Lead*). Complete all Year 2000 remedial or appropriate contingency plans such that there were no critical system disruptions that prevent accomplishment of DOT's mission and programs.

FMCSA will complete preparations for Y2K and participate in Department efforts to assist our transportation partners in ensuring that commercial systems are Y2K compliant. *December 1999.*

M-5.3 Integrated Communications. Use communication tools such as the Internet and electronic messaging to improve information exchange between DOT and the public.

M-5.3.1. At least 50% of DOT organizations will use a ONE DOT secure electronic messaging and a standard office automation software suite to facilitate communications, and a plan will be devised to achieve 100% DOT adoption in FY2001 (OST S-80 Lead).

FMCSA staff will participate when appropriate. *September 2000.*

RESOURCE AND BUSINESS PROCESS

Foster innovative and sound business practices as stewards of the public's resources in our quest for a safe, fast, efficient and convenient transportation system.

M-6.1 Budgetary Management. Build and improve upon the budget process to ensure funds are available for transportation priorities, that fiscal resources are cost-effectively allocated to achieve DOT's strategic goals, and that we remain accountable for results.

M 6.1.2.a Budgetary Management: Improve the quality and usefulness of performance planning and performance measurement in managing for results, establishing accountability, and allocating resources.

FMCSA staff will share performance measurement results throughout the agency and with its partners, where appropriate. *September 2000.*

M-6.5 Managerial and Operational Flexibility

M-6.5.1.a Design, manage, and improve key processes to achieve better performance.

FY2000 reporting will address activities and accomplishments in the following areas:

¶ FMCSA will study and make improvements to the motor carrier licensing and insurance registration program, and the compliance review processes.
September 2000.